PUTTING THE PIECES TOGETHER

AN INVENTORY
OF WORK AND FAMILY
RESOURCES

PUTTING THE PIECES TOGETHER:

An Inventory of Work and Family Resources*

by

Laura C. Johnson

Michael Yzerman

August 1988

Working Families Project Committee
Social Planning Council of Metropolitan Toronto
950 Yonge St., Suite 1000
Toronto, Ontario, M4W 2J4
Canada

*This research was supported, in part, by a grant from the Ontario Women's Directorate. Responsibility for the content of this report rests with the Social Planning Council of Metropolitan Toronto.

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Tel: (416) 961-9831

ISBN: 0-919456-68-5

Price: $7.00

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ACKNOWLEDGEMENTS

A number of people have contributed to the production of this inventory. The Working Families Project Committee, chaired by Fern Stimpson, was responsible for the project. The Working Families Steering Committee, including Fern Stimpson, Maureen Donlevy and Sue Griggs assumed responsibility for directing the production of the inventory, from the early stages of developing the questionnaire to collecting information, through to the task of reviewing and editing multiple drafts of the document. Chloë Atkins played an important role in the questionnaire design and data collection. Michael Yzerman, a graduate student on placement from the University of Toronto Faculty of Social Work, coordinated the field work and, under the direction of Andrew Mitchell of the Social Planning Council, organized the survey material into a database.

Financial support for this research project was provided, in part, by a grant from the Ontario Women's Directorate. The Working Families Project Committee of the Social Planning Council of Metropolitan Toronto gratefully acknowledges the Directorate's support for this project, as well as its support for our earlier work in the field of work and family.

A special word of thanks is due to The Manufacturers, which has provided a variety of in-kind supports for the Working Families Project throughout the duration of this project, as well as for our earlier endeavours.

Margaret Hau and Barbara Woolley share responsibility for production of correspondence, questionnaires and numerous drafts of project reports; Reinhold Johannes printed all of the project materials, from letterheads and questionnaires through to the final report. The Working Families Committee extends thanks to all of these people.

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PREFACE

Work and family is an emerging issue which will have major implications for workplaces in the future. The profitability and growth of Canadian business will depend on a workforce composed of women and men, young and old, all of whose families will no longer be easily segregated from their professional lives. It is widely recognized that the competing demands of work and family can result in lowered productivity in the workplace and stress within the family.

Many employers are acknowledging the changes that are occurring in the attitudes, values and lifestyles of Canadians as well as the dramatic changes in the demographic patterns. These employers are actively adapting their working environments to take advantage of the changes. They are implementing creative alternative work arrangements and employee support systems as an integral part of their corporate business plans. Benefits of such initiatives include improved employee relations, productivity gains, recruitment and retention of valued employees as well as an enhanced public image.

At The Manufacturers Life Insurance Company, we are aware of the significance of these issues and have been active in providing meaningful support and flexibility to employees. It makes good business sense to recognize that the quality of our employees' family lives affects the quality of our present and future business.

This inventory references programs which are currently in place at The Manufacturers as well as many other business settings. It provides descriptive information on objectives, client groups and topics addressed to support a variety of work options. The publication will not only be of assistance to employers, but also to unions, employees, community agencies and individuals who are specifically concerned with work and family issues.

This report represents a first step in the Social Planning Council's undertaking to create a database to document such initiatives. We hope that you will find the information useful.

Fern Stimpson
Director, Corporate Human Resources
The Manufacturers Life Insurance Co.
and
Chairperson
Working Families Committee

INTRODUCTION

The issue of the balance between work and family life has grown in importance over the past two decades as the numbers of women in the paid labour force has continued to climb. In Canada, it has become the norm for mothers of young children to be employed; the 1986 Census reported that 61.7% of mothers of children under six years of age were in the labour force. Care of elderly relatives and of ailing family members also have become problematic as changing patterns of family life mean that there is no longer a family member at home on a full-time basis. In addition, changing social definitions of the role of father have altered men's expectations about their level of involvement in child rearing. Taken together, all of these social forces have contributed to a growing concern with the issue of "work/family fit."

For a number of years, the Working Families Project of the Social Planning Council of Metropolitan Toronto has had an interest in workplace supports for people with family responsibilities. In particular, we have been interested in programs which allow for reduced or flexible work hours, short or longer-term leaves of absence, remote work and work-related child care. We have focussed on the following programs: job-sharing, flextime, permanent part-time work, parental/family leave, work-at-home, and work-related child care. While we have viewed such programs in the context of the balance between work and family, it is clear that they may exist for a variety of other reasons. Some of these programs may serve to lessen the stress of competing role responsibilities, while others may simply take advantage of workers' needs for workplace flexibility. Our research and public education efforts have focussed on the need to understand the reciprocal effects of family and workplace.

In 1982 we sponsored a conference, "Work and the Quality of Family Life," which explored the need for alternative work arrangements. We subsequently conducted a mailed survey of a sample of Toronto area work-places to determine the prevalence of such programs and to assess level of employer interest in introducing such programs. In addition, we conducted a smaller-scale follow-up survey involving in-depth personal interviews with employers who actually had such programs in place. Results of the employer survey were published in 1986 under the title "Working Families"; the report of the qualitative, follow-up survey, published in the same year, is entitled "Employer Attitudes Toward Alternative Work Arrangements."

Following completion of the survey research, a workshop was held to disseminate the survey results. The 1986 workshop featured 'case studies' of particular alternative work arrangements; employers using job-sharing, flextime,

work-at-home, and other programs under study gave first-hand accounts describing the ways in which their programs worked.

Our research has indicated that employers, at least those in Canada's largest metropolitan area, are offering comparatively little in the way of workplace supports for families. There are relatively few alternative work arrangements available to offer workers flexibility in meeting their respective obligations to jobs and family. Those opportunities that do exist, tend to be made available on an ad hoc basis, as benefits accorded to favored employees, rather than universal entitlements. While the topic of balancing work and family has begun to make its way onto the agendas of conferences and workshops within the human resources field, this has not yet translated into actual programs in the workplace. This is not to say that there is a general lack of interest in the issues of workplace supports for families or in alternative work arrangements. It is our sense that there is, in fact, growing interest in this set of issues. With a few notable exceptions, it is mainly at the level of small-scale, local community organizations that we see attention being directed to workplace supports for families. This attention takes the form of research, information and referral services, policy advocacy and community education.

The present volume is an inventory of these various initiatives. The organizations included are heterogeneous in nature -- some are large-scale and multi-purpose while others are small, single-purpose. Some are units imbedded in larger structures, others are free-standing. While funding sources vary, most are non-profit organizations. Almost all of the organizations listed are located in Canada or the United States. The inventory provides basic descriptive information about organizational structure and funding, along with contact names and addresses for individual organizations, as well as some general observations about patterns of service provision. It is hoped that this listing of resources will be useful to those seeking information about particular programs, as well as those interested in the general issue of workplace supports for families. Employers, unions, women's organizations, and a variety of other community groups will be interested in the kinds of information and services provided by the organizations described in this publication. For our part, the Working Families Project of the Social Planning Council of Metropolitan Toronto has had a long-standing interest in the establishment of a work and family information and resource centre in our community. We have been particularly interested to survey the range of existing organizational models and methods of service provision with a view toward developing a model that will be appropriate in this community.

The inventory does not purport to provide a comprehensive listing of such organizations, rather it is intended as a first step towards the production of an ongoing database which will record up-to-date information about the full range of organizations which provide workplace supports to families. Further to this goal, the reader will note that at the end of this report are several blank forms which may be used to record information about organizations not included in this volume. Those who have even some of the identifying information are encouraged to return the material to:

Working Families Project
Social Planning Council of Metropolitan Toronto
950 Yonge Street, Suite 1000
Toronto, Ont., M4W 2J4

METHOD

Information for this inventory was collected by means of a questionnaire mailed to organizations active in the field of work and family issues. Organizations were located from several sources including: the Social Planning Council's mailing list of organizations active in this field based upon participation in conferences and workshops, and two directories published by American organizations: The Conference Board's 1986 briefing book, Families and Work: Managing Related Issues and The Bureau of National Affairs' 1986 special report, Work and Family: A Changing Dynamic. In addition, all organizations identified through these sources were asked to identify other organizations involved in work and family issues -- especially newly-formed organizations. This "snowball sampling" served as another source of organizations included in this survey.

RESULTS: GENERAL TRENDS

Organizations Surveyed

Forty-seven questionnaires were completed, representing 26 American organizations (59% of the total), 19 Canadian organizations (37%) and one organization from each of two other countries (Great Britain and Austria).

The organizations described in the inventory are located predominantly in eastern Canada (mainly Ontario) and in the northeastern United States.

The majority of organizations described in the inventory are non-profit in nature. To the extent that the organizations surveyed directed our attention to private consultants working in the field of work and family, these were also included. However, the inventory does not purport to provide a comprehensive directory of such consultants.

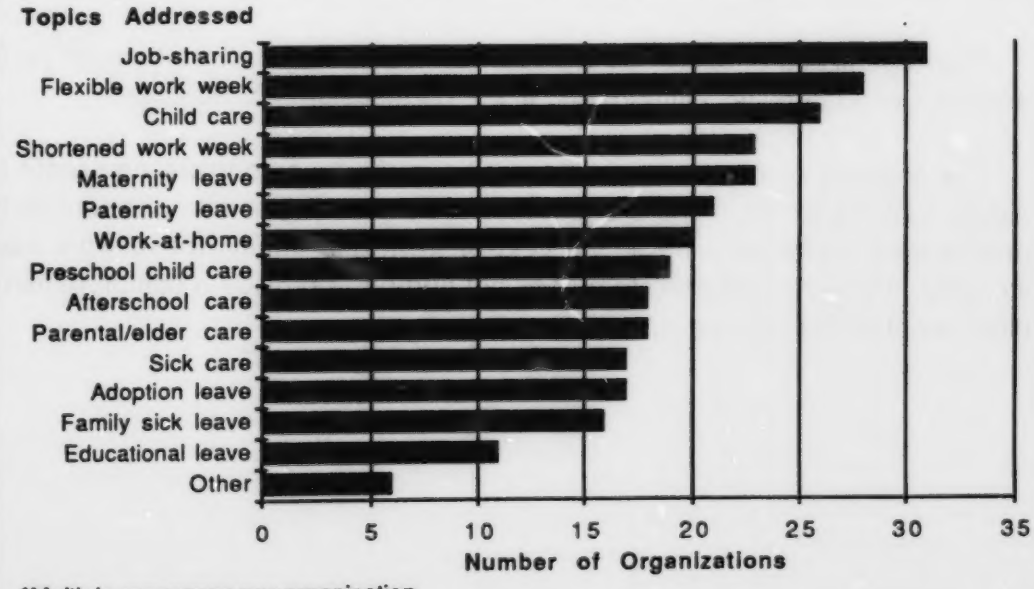
Topics Addressed

A wide range of topics are addressed by the organizations surveyed. Overall, alternatives to traditional working hours and childcare are the topics addressed most often, while educational leave is addressed least often. The programs which provide alternatives to traditional working hours include: job-sharing, flexible work week, shortened work week and work-at-home. (Refer to the Glossary at the end of this volume for definitions of these terms). Thirty-one organizations deal with job-sharing, 28 with flexible work weeks; 26 with child care; 23 with shortened work weeks and 20 with work-at-home options.

A comparison between Canadian and American responses generally reflect the above trend with one difference in relative priority existing in the area of childcare. In Canada, child care is the topic addressed most often while in the U.S., child care ranks behind those topics dealing with alternatives to traditional work hours.

Figure 1 contains a complete list of topics* addressed by the organizations surveyed.

FIGURE 1
Work and Family Topics Addressed*



*Multiple responses per organization

*See page 59 for a glossary for these terms.

Client Groups

Among the organizations surveyed, employers and employees were the client groups identified as "worked with most often," while contact with social agencies was reported least often.

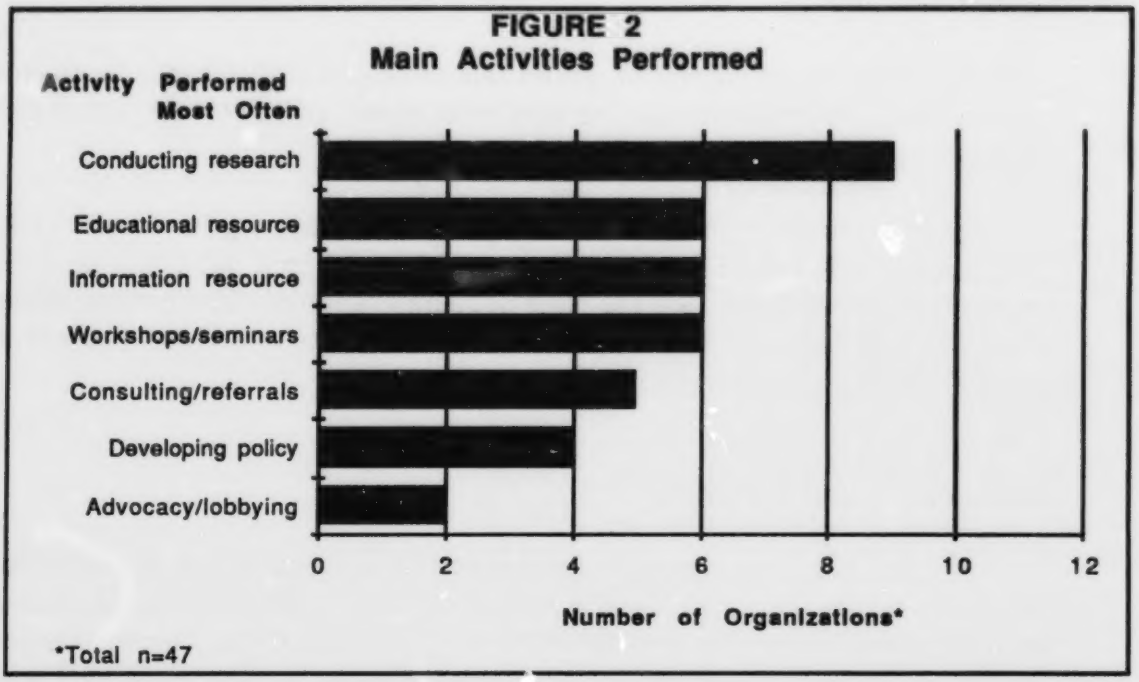
Canadian organizations followed a different pattern than their U.S. counterparts with regard to client groups. In Canada, individuals and families followed by government were the most frequently reported client groups, while the U.S. organizations reported relatively less contact with these two client groups, dealing instead primarily with employers.

Geographic and Industrial Sector Focus

Fifteen of the surveyed organizations (32%) reported that their particular service is available on a province or state-wide basis. About one-quarter of the total programs concentrate their efforts in one industrial sector. Such industrial sector foci include: public service employees, lawyers, military personnel and petroleum industry employees.

Functions

The majority of organizations surveyed report performing a number of different functions to disseminate information on work and family issues. As can be seen from Table 2, conducting research, acting as an educational resource, acting as an information resource/library, conducting seminars and acting as a consultant/referral service are the functions which organizations report performing most often.



Responsibility

The majority of these work and family programs are responsible to a board of directors. Twenty-six organizations, well over 55% of the total, responded that their particular personnel were responsible to a board of some sort.

Funding Source

Overall, fee-for-service tends to be the most often reported source of funding, with government and foundation grants following closely behind.

Results of this survey of organizations suggest that government participation in funding work and family programs is much more prominent in Canada than in the U.S. In Canada, funding by government grants was reported by 53% of responding organizations, followed by 41% reporting fee-for-service as their main source of funding. In contrast, only 26% of the U.S. organizations surveyed reported receiving government funding as their principal source, while 37% reported fee-for-service and another 37% reported foundation grants to be the main funding sources.

Budget

Only 17 of the total number of organizations surveyed provided information on their financial situation. Of these the range in total budget varied from a low of $5,000.00 to a high of $190,000 (expressed in Canadian funds).

ORGANIZATIONS IN CANADA

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CANADIAN FORCES SOCIAL WORK SERVICES

Address:
National Defence Headquarters
Ottawa, Canada
K1A 0K2

Region Served: International
Established::
Status: Not For Profit
Main Funding Source: Government

Contact:
J. A. Hanson
Director, Social Development Services
(613) 995-7043

Objectives:
There are eighteen regional or area social work offices established at Canadian Forces bases across Canada, and with NATO Forces in Europe. Each office has one or two professionally qualified social work officers to assist service members and their families with problems they might encounter. Personnel policy states that the Canadian Forces will ensure that when a service member is called away on duty, his or her family will have access to, or be provided with, essential levels of support and assistance.

Organizational Structure:
Canadian Armed Forces.

Client Groups:
Canadian Forces personnel.

Topics Addressed:
Marriage and family enrichment; parent effectiveness training; stress management; child care.

Functions:
Promoting advocacy; developing policy initiatives; conducting research; acting as an educational resource; acting as in information resource/library; consulting and referrals; operating a telephone hotline; conducting workshops/seminars.

Publications:
"The Sentinel" - newsletter.

CHILDCARE ADVISORY LINE LTD.

Address:
801 York Mills Road, Ste. 201
North York, Ontario
Canada, M2J 1J9

Region Served: Metropolitan Toronto, Southern Ontario
Established: 1986
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Jane Cockburn (416) 492-3475

Objectives:
C.A.L.L. is an information and counselling service which assists government, corporations, institutions and agencies in providing up-to-date and accurate child care information to their employees.

Organizational Structure:
Board of Directors

Client Groups:
Employers/corporations, employees, individuals/families.

Topics Addressed:
Childcare, preschool, afterschool, sickcare.

Functions:
Conducting research; acting as an information resource/library; acting as an educational resource; operating a telephone hotline; conducting workshops/ seminars.

Publications:
"C.A.L.L. Newsletter" - free to corporate clients.

CHILD CARE DATA SYSTEMS

Address:
207 Shaughnessey Blvd.
Unit 601
North York, Ontario
Canada, M2J 1J9

Region Served: Ontario
Established: 1985
Status: Not For Profit
Main Funding Source: Fee-for-Service

Contact:
Norah Spinks
Director
(416) 756-3369

Objectives:
To collect, store, maintain and analyse information pertaining to child care in Ontario for the purposes of research and employer support.

Organizational Structure:
Board of Directors.

Client Groups:
Employers/corporations, unions, government, social agencies.

Topics Addressed:
Childcare, preschool, afterschool, sick care, parenting skills, emergency care.

Functions:
Promoting advocacy; conducting research; acting as an information resource/ library; acting as an educational resource; consulting and referrals; conducting workshops/seminars.

Publications:
Child Care Data Systems publishes a brochure and information package.

CHILDCARE RESOURCE AND RESEARCH UNIT (PROJECT)

Address:
Centre for Urban and Community Studies
University of Toronto
455 Spadina Avenue
Toronto, Ontario
Canada, M5S 2G8

Region Served: Ontario
Established: 1983
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Martha Friendly
Coordinator
(416) 978-6895

Objectives:
This project is committed to the development of a high quality, universally accessible, comprehensive child care system. Attention is also being directed towards work and family issues surrounding daycare.

Organizational Structure:
University of Toronto.

Client Groups: (major client in bold)
Advocacy organizations, community groups, government, employers/ corporations, employees, unions, social agencies.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, extended maternity leave, paternity leave, family sick leave, job-sharing, flexible work week, work-at-home.

Functions:
Promoting advocacy; developing policy initiatives; conducting research; acting as an information reosurce/library; consulting and referrals; conducting workshops/seminars.

Publications:
"Children at Childcare: Parents at Work" - Audio-visual presentation. 15 mins. 1987.
"Children at Childcare: Parents at Work" - A kit of materials on work-related child care.

COMMUNITY RESOURCE SERVICES LTD.

Address:
P.O. Box 5936
St. John's, Newfoundland
Canada, A1C 5X4

Region Served: Canada
Established: 1984
Status: For Profit
Main Funding Source: Government Grant

Contact:
Mark Shrimpton
Principal

Objectives:
Conducting research into the implications of non-traditional work schedules for workers and their families, disseminating findings and developing and implementing such programs.

Organizational Structure:
Private Consultant.

Client Groups:
Employers/corporations, employees, unions, government, agencies, individuals/families.

Topics Addressed:
Child care, extended maternity leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Conducting research, developing policy initiatives, consulting and referrals, conducting workshops, seminars.

CONFEDERATION BUILDING DAYCARE COOPERATIVE

Address:
P.O. Box 9033
Station B
St. John's, Newfoundland
Canada, A1A 2X3

Region Served: St. John's, NFLD.
Established: 1987
Status: Not For Profit
Main Funding Source: Fee-for-Service

Contact:
Deborah Capps
Director
(709) 576-6038

Objectives:
To develop a cooperative support/education program for parents, staff and coop members.

Organizational Structure:
Board of Directors
Membership in the co-op is voluntary.

Client Groups:
Individuals/families, government, employees.

Topics Addressed:
Childcare, preschool.

Functions:
Acting as an information resource/library, acting as an educational resource, consulting and referrals, conducting workshops/seminars.

Publications:
Co-op membership newsletter.

CONFERENCE BOARD OF CANADA

Address:
225 Smythe Road
Ottawa, Ontario
Canada, K1H 8M7

Region Served: Canada
Established: 1987
Status: Not For Profit
Main Funding Source: Membership fees

Contact:
Mark Daniel
Director, Compensation Research Centre
(613) 526-3280

Objectives:
To accumulate information pertaining to worker's needs, benefits, and conditions provided by their employers.

Organizational Structure:
800 Associate Member Organizations.
Conference Board members pay a fee based on assets and revenue.

Client Groups:
Employers/corporations, employees, unions, government, individuals/families.

Topics Addressed: Afterschool, childcare, sickcare, partental/elderly care, maternity leave, paternity leave, adoption leave, family sick leave, educational leave, job-sharing, flexible work week, shortened work week, work-at-home, part-time work with benefits.

Functions: (main function in bold)
Conducting research, acting as an information resource/library, conducting workshops/seminars.

CONSEIL DES AFFAIRES SOCIALES ET DE LA FAMILLE

Address:
1126 Chemin St. Louis
Sillery, P.Q.
Canada, G1S 1E5

Region Served: Quebec
Established: 1970
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Madeleine Blanchet
Presidente
(418) 643-3040

Objectives:
To conduct research on work and family issues and to report on government policy concerning these issues.

Organizational Structure:
Ministry of Health and Social Services.

Client Groups: (major client in bold)
Government, individuals/families.

Topics Addressed:
Childcare, maternity/paternity leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Conducting research, promoting advocacy, acting as an information resource/library.

Publications:
"Conseil des affaires sociales et de la famille: Rapport Annuel" - $2.00 Cdn.

CREATIVE WORKLIFE CHOICES TASK GROUP

Address:
CMHA
98 Sydney Street
Charlottetown, P.E.I.
Canada, C1A 1G3

Region Served: Prince Edward Island
Established: 1985
Status: Not For Profit
Main Funding Source: Foundation Grant

Contact:
Gerald Hopkirk
Volunteer
(902) 566-3034

Objectives:
To provide support and empowerment for the under/over employed.

Organizational Structure:
Provincial Branch of Canadian Mental Health Association.
The Task Group has a voluntary membership.

Client Groups: (major client in bold)
Individuals/families, employees.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, etended maternity leave, paternity leave, adoption leave, family sick leave, parental/elder care, educational leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Acting as an education resource, conducting workshops/seminars, acting as an information resource/library.

DELLCREST CHILDREN'S CENTRE
Families at Work

Address:
1645 Sheppard Ave. West
Downsview, Ontario
Canada, M3M 2X4

Region Served: Canada
Established: 1986
Status: Not For Profit
Main Funding Source: Charitable Donations

Contact:
Mark Frankel
Director of Mental Health Services
(416) 633-0515

Objectives:
To support working parents by providing services through corporations for parents and families. These services include: seminars with parents, therapy and counselling for employees experiencing family problems, and research.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Individuals/families, employers/corporations.

Topics Addressed:
Childcare, preschool.

Functions: (main function in bold)
Conducting research, acting as an educational resource, conducting workshops/seminars.

Publications: "Dellcrest Newsletter."

FAMILIES THAT WORK INC.

Address:
801 York Mills Road
Don Mills, Ontario
Canada, M3B 1X7

Region Served:
Established: 1985
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Karen Liberman
President
(416) 443-8605

Objectives:
Families That Work provides consultative support to employers in the assessment of needs and the design of suitable options and benefits.

Organizational Structure:
Private Consultant.

Client Groups: (major client in bold)
Employers/corporations, unions, government.

Topics Addressed:
Childcare, sickcare, parental/elder care, preschool, afterschool, maternity leave, paternity leave, adoption leave, family sick leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Consulting and referrals, developing policy initiatives, conducting research, acting as an information resource/library, oeprating a telephone hotline.

Other Information:
Karen Liberman is also president of Childcare Advisory Line Ltd. (C.A.L.L.)

FORT McMURRAY ASSESSMENT AND REFERRAL CENTER

Address:
Morrison Centre
202-9914 Morrison Street
Fort McMurray, Alberta
Canada, T9H 4A4

Region Served: Fort McMurray, Alberta
Established: 1987
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Sheila Hagan-Bloxham
Coordinator
(403) 791-1757

Objectives:
To support workplace employee assistance initiatives which enhance self care and early intervention principles for a broad range of employee personal problems. To provide assessment, referral and follow-up support for employees and their family members who are experiencing personal problems.

Organizational Structure:
Board of Directors.
Membership is restricted to corporations or business who purchase services and other interested groups or inviduals.

Client Groups: (major client in bold)
Employers/corporations, individuals, employees, unions, social agencies.

Topics Addressed:
Prevention, intervention and rehabilitation of personal problems.

Functions: (main function in bold)
Consulting and referrals, developing policy initiatives, acting as an information resource/library, acting as an educational resource.

Publications:
"The Fort McMurray Assessment and Referral Centre and What it Means to Me." - videotape.

PARENTING TODAY

Address:
2735 East 26th Avenue
Vancouver, British Columbia
Canada, V5R 1L1

Region Served: British Columbia
Established: 1983
Status: For Profit
Main Funding Source: Fee-for-service

Contact:
Kathy Lynn
Consultant
(604) 433-4954

Objectives:
Parenting Today focuses on the normal, on function rather than dysfunction, and sees quality parenting as preventative to child abuse. Parenting Today recognizes that parenting skills reduce staff stresses and the skills are transferrable to the workplace.

Organizational Structure:
Private Consultant.

Client Groups: (major client in bold)
Parents, employees, individuals/families.

Topics Addressed:
Parenting skills.

Functions: (main function in bold)
Conducting workshops/seminars.

Publications:
"Parenting Today" - Newsletter.
Various - 4 x 30 minute audio-tapes: $10 each Cdn.

THE VANIER INSTITUTE OF THE FAMILY:
Work and Family Program

Address:
120 Holland Avenue
Ottawa, Ontario
K1Y 0X6

Region Served: Canada
Established: 1977
Status: Not For Profit
Main Funding Source: Endowment Fund

Contact:
Robert Glossop
Coordinator of Programs and Research
(613) 722-4007

Objectives:
To promote the well-being of Canadian families through programs of research, publications, education, and advocacy. The Vanier Institute recognizes the importance of nonmaterial economic activities and their relationship to the formal economy.

Organizational Structure:
Board of Directors.
The Institute has 1,000 members who pay a $15.00 membership fee.

Client Groups: (major client in bold)
Government, educators, social agencies, individuals/families.

Topics Addressed:
Childcare, maternity leave, paternity leave, adoption leave, parental/elder care, educational leave, job-sharing schemes, flexible work week, shortened work week.

Functions:
Developing policy initiatives, promoting advocacy, conducting research, acting as an information resource/library, conducting research seminars.

Publications: "Transition" (quarterly newsletter).
"Perspectives Series" (Working papers).

WORKING FAMILIES PROJECT OF THE SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO

Address:
950 Yonge Street, Suite 1000
Toronto, Ontario
M4W 2J4

Region Served: Metropolitan Toronto
Established: 1982
Status: Not For Profit
Main Funding Source: United Way

Contact:
Laura Johnson
Program Director
(416) 961-9831

Objectives:
SPC provides the basis for community groups, voluntary agencies and governments to develop social policies and services. This is accomplished through networking, co-ordination of local resources, and use of the Council's own expertise. The Working Families Project is concerned with issues surrounding workplace supports for families.

Organizational Structure:
Board of Directors. SPC has a 45 member Board of Directors who represent a cross-section of the community. The Working Families Project Committee includes representatives of the corporate sector, organized labour, government, women's groups, and the academic community. Individual membership in the Social Planning Council is available for $25 per year. Working Families Project Committee Chair: Fern Stimpson.

Client Groups: (major client in bold)
Organizations involved in work/family issues, government, social agencies, employers/corporations.

Topics Addressed:
Childcare, preschool, afterschool, sick care, extended maternity leave, paternity leave, adoption leave, family sick leave, dependent care/elder care, educational leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Conducting research, advocacy, developing policy initiatives, acting as an information resource, conducting conferences.

Publications:
"Working Families: Workplace Supports for Families" - $6.00 Cdn.
"Attitudes Towards Alternative Work Arrangements: A Qualitative Assessment Among Employers in Metropolitan Toronto" - $6.00 Cdn.
"Sourcebook on Work-Related Day Care in Canada" - $5.00 Cdn.

THE WORKING CENTRE

Address:
58 Queen St. South
Kitchener, Ontario
N2G 1V6

Region Served: Kitchener-Waterloo
Established: 1982
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Joe Mancini
Director
(519) 743-1151

Objectives:
Programs are related to how employees meet family responsibilities.

Organizational Structure:
Board of Directors.
The Working Centre has non-compulsory membership.

Client Groups: (major client in bold)
Individuals/families, unions, social agencies.

Topics Addressed:
Job sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Acting as an information resource/library, promoting advocacy, developing policy initiatives, acting as an educational resource, consulting and referrals, conducting workshops, seminars.

Publications:
"Economic Justice Newsletter."

WORK OPTIONS NIAGARA

Address:
173 Niagara St., Suite 207
St. Catharines, Ontario
Canada, L2R 4M1

Region Served: Niagara Penninsula
Established: 1984
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Ruebini Salmen
Chairperson
(416) 732-6111, ext. 400

Objectives:
To promote the concept and voluntary use of work options as mutually beneficial to the quality of life of employers, employees and the community-at-large.

Organizational Structure:
Board of Directors.
Volunteer membership.

Client Groups: (major client in bold)
Employers/corporations, employees, unions, government, agencies, individuals/families.

Topics Addressed:
Extended maternity leave, paternity leave, adoption leave, educational leave, job-sharing, flexible work week, shortened work week, work-at-home, benefits for permanent part-time.

Functions: (main function in bold)
Conducting research, acting as an educational resource, acting as an information resource library, consulting and referrals, operating a telephone hotline, conducting workshops, seminars.

Publications:
"Changing Times" - newsletter.
"Women and Work"
"Job Creation"

WORKPLACE INNOVATION AND RESEARCH, ONTARIO HUMAN RESOURCES SECRETARIAT

Address:
Human Resources Secretariat
Ontario Government
790 Bay St., Suite 1101, 11th fl.
Toronto, Ontario,
M7A 1Z5, Canada

Region Served: Ontario
Established: 1986
Status: Government
Main Funding Source: Government

Contact:
Audrey Swail
Manager
(416) 965-7095

Objectives:
To provide a positive working environment that will enhance government *Objectives:*.

Organizational Structure:
Management Board of Cabinet.

Client Groups: (major client in bold)
Government, employers/corporations.

Topics Addressed:
Childcare, preschool, maternity leave, adoption leave, family sick leave, educational leave, job-sharing, flexible work week, work-at-home.

Functions: (main function in bold)
Developing policy initiatives, conducting research, acting as an educational resource/library.

WORK WELL

Address:
620 View Street, Suite 521
Victoria, B.C.
Canada, V8W 1J6

Region Served:
Established: 1984
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Bruce O'Hara
Director
(604) 385-2201

Objectives:
Work Well supports all efforts to redefine the nature of work through voluntary work option programs. Consultants assist employees, employers and unions willing to experiment with creative responses to the changing needs of the workforce.

Organizational Structure:
Board of Directors.
Work Well has a non-mandatory $10 membership fee that entitles the member to voting privileges and newsletters.

Client Groups: (major client in bold)
Employees, employers and corporations, unions.

Topics Addressed:
Extended maternity leave, paternity leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Acting as an educational resource, conducting research, acting as an information resource/library, consulting and referrals, conducting workshops/seminars.

Publications:
"Put Work In Its Place: How to Redesign Your Job to Fit Your Life" - $12.95 Cdn.
"OPTIONS At Work." Six issues per year, $20.00 Cdn. Single issue, $4.00 Cdn.
"WORC* Well: A Guide to Creating Worktime Options Resource Centres" (A collaborative effort of Work Well and the Canadian Mental Health Association), $15.00 Cdn.

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ASSOCIATION OF PART-TIME PROFESSIONALS

Address:
Flow General Building
7655 Old Springhouse Road
McLean, Virginia, 22101
U.S.A.

Region Served: United States
Established: 1978
Status: Not For Profit
Main Funding Source: Employer/Corporate Contribution

Contact:
Diane S. Rothberg
President
(703) 734-7975

Objectives:
To promote part-time professional employment with pro-rated benefits and career advancement for interested men and women and to bring together employers who require professional skills, with professionals who prefer flexible employment.

Organizational Structure:
Board of Directors.
APTP has a national membership.

Client Groups: (major client in bold)
Employees, employers/corporations, government.

Topics Addressed:
Job-sharing, flexible work week, shortened work week, work-at-home, pro-rated benefits.

Functions: (main function in bold)
Acting as an educational resource, promoting advocacy, consulting and referrals, conducting workshops, seminars.

Publications:
APTP National Newsletter
"Part-Time Professional"
"Employee Benefits for Part-Timers" - $16.95 members; $18.95 non-members (U.S. funds).

AUSTIN'S WOMEN'S CENTER WOMEN'S EMPLOYMENT ADVOCATE

Address:
1700 South Lamar, #203
Austin, Texas, 78704
U.S.A.

Region Served: Austin, Texas
Established: 1981
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Ginny Ballard
Executive Director
(512) 447-9666

Objectives:
To provide information regarding job-sharing and to advocate and assist employers in implementing this employment option.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Individuals, employees, employers/corporations.

Topics Addressed: Job-sharing.

Functions: (main function in bold)
Consulting and referrals, developing policy initiatives, conducting research, acting as an information resource/library, conducting workshops, seminars.

BUREAU OF NATIONAL AFFAIRS

Address:
1231 25th Street N.W.
Washington, D.C., 20037
U.S.A.

Region Served: United States
Established: 1987
Status: For Profit
Main Funding Source: Sale of Publications

Contact:
Sarah K. Crim
Staff Editor - BNA Spec. Proj.
(202) 452-4416

Objectives:
Jointly with BNA's Newsletter Division (BURAFF), BNA - a publisher of more than 50 information services - will issue monthly case studies on issues of interest in the work/family area. The case studies are 32 typeset pages in length and are available for sale either separately, or in conjunction with BURAFF's Newsletter, "The National Report on Work and Family."

Organizational Structure:
BWA Management.

Client Groups:
Employers/corporations, social agencies, unions, government.

Topics Addressed:
BNA publications address many topics including childcare, various forms of leave, and alternative work schedule schemes.

Functions:
Acting as an information resource/library.

Publications:
"Work and Family: Walking the Tightrope" - $7.25 (U.S. funds)
"Work and Family: A Changing Dynamic" - $40.00 (U.S. funds)
"Pregnancy and Employment" - $65.00 (U.S. funds)

CAPITOL REGION EDUCATION CENTER

Address:
212 King Philip Drive
West Hartford, Connecticut, 06117
U.S.A.

Region Served: Connecticut
Established: 1982
Status: Not For Profit
Main Funding Source: Corporate Contributions

Contact:
John Allison
Executive Director
(203) 688-7333

Objectives:
The Connecticut Consortium for Child Care operates as a consultant for early childhood programs.

Organizational Structure:
Board of Directors.
Membership fees are based on the number of people employed by each corporate applicant.

Client Groups: (major client in bold)
Employers/corporations, employees, government, social agencies.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, maternity/paternity leave, parental/elder care, job sharing, work-at-home, flexible work week, shortened work week.

Functions: (main function in bold)
Acting as an educational resource, promoting advocacy, conducting research, consulting and referrals, conducting workshops/seminars.

CATALYST

Address:
250 Park Avenue South
New York, New York, 10003
U.S.A.

Region Served: United States
Established: 1980
Status: Not For Profit
Main Funding Source: Foundation Grants

Contact:
Felice Schwartz
President
(212) 777-8900

Objectives:
Catalyst is a national research and advisory organization that aids corporations in fostering career and leadership developing in women.
Catalyst also acts in an advisory capacity to corporations on work and family issues.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Employers/corporations.

Topics Addressed:
Childcare, sickcare, extended maternity leave, paternity leave, adoption leave, family sick leave, parental/elder care, job-sharing, flexible work week.

Functions:
Conducting research, consulting and referrals, developing policy initiatives, acting as an information resource/library, acting as an education resource.

Publications: "Flexible Benefits: How to Set Up a Plan When Your Employees Are Complaining, Your Costs are Rising and You're Too Busy to Think About It." $55.00 corporate; $35.00 not-for-profit (U.S. funds).
"The Corporate Guide to Parental Leaves." $80.00 corporate; $70.00 not-for-profit (U.S. funds).

CENTER FOR PUBLIC ADVOCACY RESEARCH INC.

Address:
12 West 37th Street
New York City, New York, 10018
U.S.A.

Region Served: New York State
Established:
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Caroline Zinsser
Project Director, Daycare
(212) 564 9220

Objectives:
This organization is committed to identifying important public policy issues, conducting research as a basis for informed action, and advocating for sound policy development on issues affecting child care for working parents.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Government, social agencies.

Topics Addressed:
Child care, afterschool, preschool.

Functions: (main function in bold)
Developing policy initiatives, conducting research, promoting advocacy.

Publications:
"Over a Barrel: Working Mothers Talk About Child Care." (July 1987: 50pp) $5.00 (U.S. funds)

CENTER FOR WORK AND FAMILY ISSUES

Address:
University of Georgia
317 Dawson Hall
Athens, Georgia, 30602
U.S.A.

Region Served: International
Established: 1983
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Dennis K. Orthner
Director
(404) 542-4905

Objectives:
To conduct basic and applied research in the area of work and family linkages; to conduct evaluations of programs designed to improve work environments for families, and to promote the exchange of information between scientists and practitioners seeking to improve the quality of work and family life.

Organizational Structure:
University of Georgia.

Client Groups: (major client in bold)
Military Services, employers/corporations, government.

Topics Addressed:
Childcare, preschool, afterschool, extended maternity leave, job-sharing, employee benefits.

Functions: (main function in bold)
Conducting research, developing policy initiatives, acting as an information resource/library, consulting and referrals.

CHILD CARE SYSTEMS, INC.

Address:
840 West Main Street
Lansdale, Pennsylvania, 19446
U.S.A.

Region Served: International
Established: 1982
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Tyler Phillips
President
(215) 362-5070

Objectives:
To help employers address childcare and eldercare concerns of their employees by providing comprehensive information package and referral service, including resource development.

Organizational Structure:
Private Consultant.

Client Groups: (major client in bold)
Employers/corporations, employees, individuals/families.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, parental/elder care.

Functions:
Acting as an educational resource, consulting and referrals, operating a telephone hotline, conducting workshops,seminars.

COALITION OF LABOR UNION WOMEN

Address:
15 Union Square
New York City, New York, 10003
U.S.A.

Region Served: United States
Established: 1985
Status: Not For Profit
Main Funding Source: Membership Fees

Contact:
Lee Levin
Executive Director
(212) 242-0700

Objectives:
Membership organization of female and male trade unionists promoting women's rights. To advocate union negotiation of family responsive contract clauses and for a national family policy including dependent care, family leave and parental leave.

Organizational Structure:
Membership of this organization includes female and male trade unionists.

Client Groups: (major client in bold)
Unions.

Topics Addressed:
Child care, maternity leave, sick care, paternity leave, adoption leave, family sick leave, paternal elder care.

Functions: (main function in bold)
Promoting advocacy, developing policy initiatives, consulting and referrals.

Publications:
"Bargaining for Childcare: A Union Parents Guide"

FAMILY MATTERS

Address:
1190 Cooper Road
Scotch Plains
New Jersey, 07076
U.S.A.

Region Served: Central New Jersey
Established: 1982
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Susan M. Maycock
Consultant
(201) 756-4820

Objectives:
To provide "lunch-time" seminars for working parents in corporate settings.

Organizational Structure:
Private Consultant.

Client Groups:
Employers/corporations, employees.

Topics Addressed:
Parental/eldercare.

Functions: (main function in bold)
Conducting workshops/seminars, acting as an educational resource, consulting and referrals.

FAMILY MATTERS, CORNELL UNIVERSITY

Address:
College of Human Ecology
Cornell University
Ithaca, N.Y. 14853
U.S.A.

Region Served: New York State
Established: 1986
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Moncrieff Cochran
Associate Professor
(607) 255 2260

Objectives:
To provide research-based information to employed parents.

Organizational Structure:
Government, advisory group, Cornell University.

Client Groups: (major client in bold)
Employees, employers/corporations, social agencies, individuals/families.

Topics Addressed:
Management of time and stress, job sharing, flexible work-week, shortened work-week, work-at-home.

Functions: (main function in bold)
Conducting workshops/seminars, acting as an educational resource, conducting research, consulting and referrals.

Publications:
"The Stress of Balancing Work and Family" - pamphlet - $0.70. (U.S. funds)
"Time: A Precious Commodity" - pamphlet - $0.70. (U.S. funds)
"Flexible Work Arrangements" - pamphlet - $0.75. (U.S. funds)

FOCUS

Address:
509 Tenth Avenue East
Seattle, Washington, 98102
U.S.A.

Region Served: Puget Sound/NW US
Established: 1974
Status: Not For Profit
Main Funding Source: Membership Fees

Contact:
Nancy S. Inui
President
(206) 329 7918

Objectives:
Focus is a private, non profit organization that researches and promotes part-time and flexible work options. It consults with employers to ensure successful use of new work options. It advocates parity of salaries and benefits between part- and full-timers in all types of employment.

Organizational Structure:
Membership to Focus involves individuals who support the organization's goals and/or wish to obtain employment information and referrals. Three types of membership are available.

Client Groups:
Employers/corporations, employees, individuals/families.

Topics Addressed:
Job-sharing schemes, shortened work week, flexible work week, work-at-home.

Functions: (main function in bold)
Educational resource, conducting research, information source/library, promoting advocacy, consulting and referrals, conducting seminars.

Publications:
"Employing Professionals Part Time"
"Focus: Alternative Work Patterns" - newsletter.

GIL GORDON ASSOCIATES

Address:
10 Donner Court
Monmouth, New Jersey, 08852
U.S.A.

Region Served: United States
Established: 1982
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Gil E. Gordon
President
(201) 329 2266

Objectives:
Specializing in implementing telecommuting (work-at-home) programs for employers and some selective involvement in implementing alternative work arrangements.

Organizational Structure:
Private Consultant.

Client Groups: (major client in bold)
Employers/corporations.

Topics Addressed:
Work-at-home, job-sharing schemes, shortened work week, flexible work week.

Functions: (main function in bold)
Consulting, educational resource, information source/library, conducting seminars.

Publications:
"Telecommuting Review" - Monthly Newsletter - $157.00 (U.S.) annually.
"Telecommuting: How To Make It Work For You and Your Company"

GREATER MINNEAPOLIS DAY CARE ASSN. - PARENTS IN THE WORKPLACE DIVISION

Address:
1006 West Lake St.
Minneapolis
Minnesota, 55408
U.S.A.

Region Served: Minneapolis/St. Paul, Mn.
Established: 1979
Status: Not For Profit
Main Funding Source: Governmental Grant

Contact:
Connie Bell
Director, Parents in the Workplace
(612) 823 7243

Objectives:
To provide consulting services for employers regarding a number of work/family benefits including feasibility studies for on-site day care.
This Division markets a variety of services including subscriptions to an information and referral program (25 corporations have subscriptions for free referrals).

Organizational Structure:
Board of Directors.

Client Groups:
Employers/corporations, government, unions, social agencies.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, extended maternity leave, paternity leave, family sick leave, parental/elder care, job-sharing, flexible work week.

Functions:
Promoting advocacy, developing policy initiatives, acting as an educational resource, consulting and referrals.

Publications:
"Newsline" - newsletter.
"Parents in the Workplace: A Management Resource for Employers"

INSTITUTE FOR AMERICAN VALUES

Address:
250 West 57th Street, Ste. 2415
New York City, New York, 10107
U.S.A.

Region Served: United States
Established: 1987
Status: Not For Profit
Main Funding Source: Foundation Grant

Contact:
Winnifred Treund
Assoc. Director
(212) 246 3942

Objectives:
To identify policy themes that are a part of a national pro-family workplace agenda and conduct policy analysis on issues affecting the American family.

Organizational Structure:
Board of Directors.

Client Groups:
Government, social agencies, unions, employers/corporations.

Topics Addressed:
Child care, shortened work week, preschool, afterschool, maternity leave, paternity leave, adoption leave, parental/elder care, job sharing, flexible work week.

Functions:
Promoting advocacy, developing policy initiatives, conducting research, acting as an information resource/library, conducting workshops/seminars.

Publications:
"Family Affairs" - newsletter, $25/year (U.S. funds)

LAWYERS FOR ALTERNATIVE WORK SCHEDULES

Address:
P.O. Box 956
Leesburg, Virginia, 22075
U.S.A.

Region Served: United States
Established: 1985
Status: Not For Profit
Main Funding Source: Membership Fees

Contact:
Donna Del Principe
Director
(312) 472-7514

Objectives:
To educate the legal community about the worktime options of part-time, flex-time, and job sharing and to act as a clearinghouse for information pertaining to these subjects.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Individuals, employers/corporations, employees.

Topics Addressed:
Job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Acting as an information resource/library, promoting advocacy, developing policy initiatives, conducting research, conducting workshops, seminars.

Publications:
Lawyers for Alternative Work Schedules publishes newsletters periodically.

NEW WAYS TO WORK

Address:
149 Ninth Street
San Francisco, California, 94103
U.S.A.

Region Served: United States
Established: 1972
Status: Not For Profit
Main Funding Source: Foundation Grants

Contact:
Barney Olmsted
Co-director
(415) 552 1000

Objectives:
To increase opportunities for flexible and reduced work time options for employees with family responsibilities and to raise consciousness about the need for alternative work time options as an important component of work/family policy. A related objective is to create information resources for employers, policymakers, individuals and others working with work/family issues.

Organizational Structure:
Board of Directors.

Client Groups:
Employers/corporations, employees, media, unions, government, social agencies, individuals/families.

Topics Addressed:
Extended maternity leave, paternity leave, adoption leave, family sick leave, educational leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Promoting advocacy, developing policy initiatives, conducting research, acting as and information resource/library, consulting and referrals, conducting workshops/seminars.

Publications:
"Negotiating Time: New Scheduling Options in the Legal Profession"
"Work Times" - quarterly newsletter: Annual subscription rate: U.S.A., $25.00; All other countries, $30.00 (U.S. funds)

OFFICE OF WOMEN'S RESEARCH AND RESOURCES

Address:
I. U. Purdue Office of Women's
Research and Resources
Cavanaugh Hall, Room 001D
425 Agnes Street
Indianapolis, Indiana, 46202
U.S.A.

Region Served: Indiana
Established: 1983
Status: Not For Profit
Main Funding Source: Fee-for-Service

Contact:
Patricia M. Boer
Director
(317) 274 4786

Objectives:
Returning women students (over 25 years of age with 3 or more years absence) are offered non-credit classes, i.e. conferences, (Women in the Year 2000: Utopian and Dystopian Views); a career resource library; job sharing workshops.

Organizational Structure:
State of Indiana.

Client Groups: (major client in bold)
Individuals, employees, employers/corporations, social agencies.

Topics Addressed:
Job sharing.

Functions:
Conducting workshops/seminars, conducting research, acting as an information resource/library, consulting and referrals, promoting advocacy.

Publications:
Newsletters.
Job Share Packet.

PARENTS WITH CAREERS

Address:
2513 Oakenshield Drive
Rockville, Maryland, 20854
U.S.A.

Region Served: United States
Established: 1979
Status: Not For Profit
Main Funding Source: Fee-for-Service

Contact:
Michele M. Basen
Co-President
1-800 443 2871

Objectives:
To provide educational/instructional materials on work and family issues via videotape, leaders guide, books, seminars and consultation.

Organizational Structure:

Client Groups: (major client in bold)
Employers/corporations, government, social agencies.

Topics Addressed:
Childcare, preschool, afterschool, job-sharing, flexible work week, shortened work week.

Functions: (main function in bold)
Acting as an educational resource, consulting and referrals.

Publications:
"Parents With Careers" videotape and leader's guide (seminar package). $156.00 (U.S. funds)
"Guide for Parents with Careers" Acropolis Books Ltd., 1986. $8.45 (U.S. funds)

PART-TIME LAWYERS NETWORK

Address:
Young Lawyers Section
29 South La Salle Street
Chicago, Illinois, 60603
U.S.A.

Region Served: Chicago & Suburbs
Established: 1985
Status: Not For Profit
Main Funding Source: Foundation Grants

Contact:
Sheila Nielsen
Chairman of Network
(312) 328 2038

Objectives:
To act as a support group and job placement service for part-time attorneys.

Organizational Structure:
Board of Directors.
Membership is restricted to members of the Chicago Bar Association.
No membership fee is required.

Client Groups:
Lawyers, employers/corporations.

Topics Addressed:
Extended maternity leave, paternity leave, job-sharing, flexible work week, shortened work week, work-at-home.

Functions: (main function in bold)
Promoting advocacy, developing policy initiatives, conducting research, acting as an information resource/library, consulting and referrals, operating a telephone hotline, conducting workshops/seminars.

Publications:
Monthly Newsletter.

WHEELOCK COLLEGE
CENTER FOR PARENTING STUDIES

Address:
200 The Riverway
Boston, Massachusetts, 02215
U.S.A.

Region Served: Massachusetts
Established: 1977
Status: Not For Profit
Main Funding Source:

Contact:
Grace Pantano
Director of Marketing
(617) 734 5200, ext. 150

Objectives:
The Center provides parenting seminars at the workplace as well as to organizations; promotes awareness of work-family interface as it affects corporate performance; consulting on development of work family programs.

Organizational Structure:
Wheelock College.

Client Groups: (major client in bold)
Employers/corporations, employees.

Topics Addressed:
Parent education seminars.

Functions: (main function in bold)
Conducting workshops/seminars, acting as an educational resource.

Publications:
"Changing Attitudes Toward The Changing Family" - $3.00 U.S.
"New Management Initiatives for Working Parents" - descriptions of innovative programs.
$15.00 U.S.

WOMEN EMPLOYED INSTITUTE

Address:
5 South Wabash, Room 415
Chicago, Illinois, 60603
U.S.A.

Region Served: Midwest United States
Established:
Status: Not For Profit
Main Funding Source:

Contact:
Anne Ladky
Director
(312) 782 3902

Objectives:
Developing a publication on recommended employer policies concerning work and family.

Organizational Structure:
Board of Directors.

Client Groups: (major client in bold)
Employees, employers/corporations, government.

Topics Addressed:
Childcare, afterschool, sickcare, extended maternity leave, paternity leave, adoption leave, family sick leave, parental/elder care, job-sharing, flexible work week.

Functions: (main function in bold)
Promoting advocacy, developing policy initiatives, conducting research, acting as an information resource/library, consulting and referrals, conducting workshops/seminars.

THE WORK AND FAMILY INFORMATION CENTER: THE CONFERENCE BOARD

Address:
845 Third Avenue
New York, N.Y. 10022
U.S.A.

Region Served: United States
Established: 1983
Status: Not For profit
Main Funding Source: General revenues from The Conference Board

Contact:
Dana Friedman
(212) 759 0900

Objectives:
The Work and Family Information Center is a national clearinghouse of corporate policies and programs that support the family.

Organizational Structure:
Board of Trustees.
The Conference Board has a corporate membership.

Client Groups: (major client in bold)
Employers/corporations, government, social agencies.

Topics Addressed:
Child care, preschool, afterschool, sick care, extended maternity leave, paternity leave, adoption leave, family sick leave, parental/elder care, educational leave, job sharing, flexible/shortened workweek, work-at-home.

Functions: (main function in bold)
Conducting research, acting as an information resource/library, consulting and referrals, acting as an educational resource, conducting workshops/seminars.

Publications:
A Briefing Book on "Families and Work: Managing Related Issues"

WORK AND FAMILY LIFE STUDIES

Address:
Bank Street College
610 West 112th Street
New York, New York, 10025
U.S.A.

Region Served: United States
Established: 1983
Status: Not For Profit
Main Funding Source: Foundation Grant

Contact:
Ellen Galinsky
Work and Family Life Studies
(212) 663 7200

Objectives:
To investigate the sources of work and family stress, to disseminate the subsequent information by conducting workplace seminars and work with businesses to develop more family responsive programs.

Organizational Structure:
Board of Directors.

Client Groups:
Employers/corporations, employees, unions, government, social agencies, individuals/families.

Topics Addressed:
This organization addresses numerous care, leave and flexible work arrangement topics.

Functions: (main function in bold)
Promoting advocacy, developing policy initiatives, conducting research, acting as an information resource/library, acting as an educational resource, conducting workshops/seminars.

Publications:
"Work and Family Life"

WORK/FAMILY DIRECTIONS

Address:
9 Galen Street, Suite 230
Watertown, MA., 02172
U.S.A.

Region Served: United States
Established: 1983
Status: For Profit
Main Funding Source: Fee-for-Service

Contact:
Fran Rodgers
President
(617) 923 1535

Objectives:
To provide consultation and other services to employers on work and family issues, with current emphasis on childcare and elder care.

Organizational Structure:
Private Consultant.

Client Groups: (major client in bold)
Employers/corporations, employees, unions, government, social agencies, individuals/families.

Topics Addressed:
Childcare, preschool, afterschool, sickcare, extended maternity leave, paternity leave, adoption leave, family sick leave, parental/elder care.

Functions: (main function in bold)
Consulting and referrals, promoting advocacy, developing policy initiatives, acting as an information resource/library, conducting workshops/seminars.

WORK IN AMERICA INSTITUTE

Address:
700 White Plains Road
Scarsdale, New York, 10583
U.S.A.

Region Served: North America
Established: 1976
Status: Not For Profit
Main Funding Source:

Contact:
Jerome M. Rosow
President
(914) 472 9600

Objectives:
To foster improved productivity service, product quality and quality of working life in North American work organizations. The Institute's Work/Family program publishes and distributes information and recommends experts and consultants in order to foster the spread and successful implementation of parental support initiatives and new work schedules.

Organizational Structure:

Client Groups: (major client in bold)
Employers/corporations, unions, government.

Topics Addressed:
Childcare, extended maternity leave, paternity leave, educational leave, job-sharing, flexible work week, shortened work week.

Functions: (main function in bold)
Conducting research, developing policy initiatives, promoting advocacy, acting as an information resource/library, consulting and referrals, conducting workshops/seminars.

Publications:
"Work in America" - Monthly Newsletter.
"New Work Schedules"
"Meeting Family Needs: The Corporate Response"

ORGANIZATIONS IN OTHER COUNTRIES

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NEW WAYS TO WORK - LONDON

Address:
309 Upper Street
London, N1 2TY
England

Region Served: London, England
Established: 1977
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Pam Walton
Joint Coordinator
01 226 4026

Objectives:
To promote more flexible working arrangements with particular emphasis on job-sharing schemes.

Organizational Structure:
Management Committee.

Client Groups: (major client in bold)
Employees, unions, employers/corporations, individuals.

Topics Addressed:
Job-sharing schemes, flexible work week, work-at-home.

Functions: (main function in bold)
Acting as an information resource, promoting advocacy, conducting workshops/seminars, conducting research, operating a hotline.

Publications:
"Job Sharing: A Guide For Employees" - -L1.00.
"Job Sharing: Employment Rights & Conditions" - -L1.00.
"Job Sharing & Voluntary Organizations" - -L1.50.
"Job Sharing: Putting Policy into Practice" - -L6.00

SOZIALWISSENSCHÄFTLICHE ABTEILUNG DER KAMMER FUR ARBEITER

Address:
Prinz Eugen Strasse 20-22
A 1041 Vienna
Austria

Region Served: Austria
Established: 1982
Status: Not For Profit
Main Funding Source: Government Grant

Contact:
Gerhard Stemberger
65-37-65/2424

Objectives:
To conduct research on the effects of various schemes of working time on family life, childcare, education, etc. Critical evaluation and elaboration of recommendations for union initiatives.

Organizational Structure:
The Vienna Chamber of Labour.
Membership in the chamber of labour is compulsory for all Austrian employees with the exception of most civil servants.

Client Groups: (major client in bold)
Unions, employees, government.

Topics Addressed:
Childcare, sickcare, extended maternity leave, paternity leave, family sick leave, job-sharing, flexible work week, work-at-home, shortened work week.

Functions: (main function in bold)
Conducting research, developing policy initiatives, acting as an information resource/library, consulting and referrals.

GLOSSARY OF WORK AND FAMILY TERMS

Compressed Work Week
Employees work a standard number of hours within fewer days - for example 40 hours per week in four ten-hour days or some similar arrangement.

Flexible Work Week
A work schedule that permits flexible starting and ending times, but still requires a standard number of hours per week.

Job Sharing Schemes
Two or more persons voluntarily share one full-time position with salary and benefits pro-rated.

Leaves of Absence
Authorized periods of time away from work without loss of employment rights. Such leaves may be paid or unpaid and may be taken for family, education, adoption, extended maternity, paternity, or family sick time.

Permanent Part-Time
Less than full-time but with seniority rights, promotion opportunities, pro-rated benefits and pay rates comparable to full-time.

Shortened Work Week
Full-time employees work fewer than the standard 35-40 hours per week.

Work-At-Home
Employees work at home on a regular full or part-time basis.

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QUESTIONNAIRE ON WORK AND FAMILY ORGANIZATIONS

Name of Organization: _____

Address: _____

_____

province/state postal code country

Name of contact person: _____

Telephone: _____ _____ date established: _____

area code

Objectives of program: _____

_____

_____

Type of organization: ____ for-profit ____ not for profit

Target groups served: (CHECK ALL THAT APPLY)

__ employers
__ individuals
__ unions
__ other (specify): _____

Issues addressed (CHECK ALL THAT APPLY)

__ child care
__ elder care
__ job sharing
__ flex-time
__ flexible benefits
__ sick leave
__ other (specify):
__ other (specify):
__ maternity/paternity leave
__ work-at-home
__ family leave
__ permanent part-time work
__ educational leave
__ personal/family leave

Funding source: _____

Publications: _____ Price: _____

_____ Price: _____

_____ Price: _____

Please complete and return to:

Working Families Project
Social Planning Council of Metropolitan Toronto
950 Yonge St., Suite 1000
Toronto, Ontario, M4W 2J4
CANADA

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